

October 2025: Falls Lake Academy- Board of Directors Meeting Minutes

Meeting Date: October 7, 2025- 6:30pm Location: POL Room	Action	Person	Notes
Reading of Mission Statement Falls Lake Academy seeks to create a challenging learning environment while striving to meet the academic, social, and emotional needs of our 21st century learners to prepare them for citizenship, leadership, and success in a rapidly changing world. Our school promotes a safe, orderly, caring and supportive community. Each student's self-esteem is fostered by positive relationships with students and staff. We strive to have our parents, teachers, and community members actively involved in our student's learning.	Read the mission statement once the meeting is called to order.	Board	Present: Averette, Boone, Iscoe, Kappherr, Marion, Massengill, Owens Absent: Council (on notified leave) Staff Present: Doerfler, Herman, Johnson, Keith, Kinder, Morris, Pearson Meeting called to order at 6:31 by Averette Mission Statement read by Boone
Citizen Input Statement Persons wishing to address the Board may do so at this time upon recognition from the President. Please state your name, community or organization you represent, and the topic you wish to share with the Board. You will be given 3 minutes to make your presentation. To protect the privacy of our students, staff, and community members, please do not share personally identifiable information such as names, addresses, or specific details that could identify individuals during your comments. Pursuant to the Brown Act, the Board cannot enter into formal discussion with individuals making public comments to the Board. The Board cannot take action on any issues raised during public comments that are not on the meeting agenda. To maintain an orderly and respectful environment, we ask that all speakers address their comments to the board as a whole and refrain from engaging with individual board members during their remarks.	Read the citizen input statement before acknowledging citizens to speak.	Board	No Citizens Present for Citizen Input

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<p><u>Citizen Input</u> Acknowledge each citizen and provide the allotted 3 minutes for them to present to the Board.</p>		Public	No Citizens Present; Board moved to next item of business on the agenda
<p><u>Acceptance of Meeting Minutes & Agenda</u> October 7, 2025 - Agenda September 2, 2025 - Minutes September 16, 2025 - Minutes</p>	Vote	Board	<p>Averette called for a motion to approve the October 7, 2025 meeting agenda as presented. Motedioned by Kappherr Seconded by Owens Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>Averette called for a motion to approve the September 2, 2025 and September 16, 2025 meeting minutes as presented. Motedioned by Massengill Seconded by Boone Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p>
<p><u>Director's Report</u> <u>Admin Report</u> <u>Additional HS Sport Request - Bowling</u></p>	Share Vote	ED	<p>Admin Report shared by Johnson. Key highlights: lottery dates have been changed. The lottery will open November 1, 2025 and close January 6, 2026. The lottery will be held January 16, 2026 at 10am; facility updates for both buildings underway; canopy project and Gate 2 exit repair project are estimated to be completed over fall break (October 15); new phone system to be installed to improve outgoing communications; athletic, staff and admin achievements over the past month; past and upcoming professional development activity</p> <p>Johnson presented a request to approve Bowling as an official North Carolina high school activity for students. The board had some discussion about location and interest. Averette called for a motion to approve the request as</p>

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Committee Reports

Growth and Development

Finance and Personnel

- August Financials
- USDA Application Reports and Analysis
- RTU-12- Repair vs Replace

Share
Vote
Vote

presented.
 Motioned by Massengill
 Seconded by Kappherr
 Motion passed
 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions

Committee Reports:

Growth & Development: Majority of Growth & Development activities were shared during the Admin Report.

Finance & Personnel: Marion shared the recent activity of the committee. FLA remains in good financial standing. Federal funding is at a pause under the current government shutdown. Marion shared that the step increases plan for teachers (approved during the August 19 committee meeting) is planned to be acted upon by November 1, 2025 pending board review. Johnson shared an update on the USDA Application and urgency for a decision on funding. There are a number of environmental, architectural and geotechnical studies needed in the amount of \$51,700 in order to proceed with the application. Marion requested that the motion be made with the caveat of searching for pricing quotes for the financial feasibility analysis to be fiscally responsible.

Averette called for a motion to approve the expenditure of \$51,700 to move forward on the required USDA Application reports and analyses.
 Motioned by Marion
 Seconded by Owens
 Motioned passed
 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions

Johnson shared a repair vs. replace cost option for the RTU-12 HVAC unit that is in need of work. Johnson

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<p><i>Governance and Academics</i></p> <ul style="list-style-type: none"> - Board Recruitment - Board Self Evaluation - Board Member Residency, Conflict of Interest and Nepotism Policy - Employee Handbook Revision 2- Parental Leave - 1.3100 Parental Involvement - 7.3900 EMPLOYEE EVALUATION - 7.1000 RECRUITMENT AND SELECTION OF PERSONNEL - 4.3600 Code of Student Conduct - 4.2300 Admissions and Enrollment - 7.1010 CRIMINAL BACKGROUND CHECKS - 7.4800 Employee Leave - 7.5000 Lactation Accommodation Policy - 7.4872 Staff Tutoring for Pay - 7.4874 Drug Free and Alcohol Free Workplace - 8.1000 Budget Planning and Adoption - 8.3000 Fiscal Management Standards 	<p>Share</p> <p>Share</p> <p>Share</p> <p>Vote</p> <p>2nd Read/Vote</p> <p>2nd Read/Vote</p> <p>2nd Read/Vote</p> <p>2nd Read/Vote</p> <p>Vote</p> <p>Review</p> <p>1st Read</p> <p>1st Read</p> <p>1st Read</p> <p>1st Read</p> <p>1st Read</p> <p>1st Read</p>	<p>requested replacing the unit. The board discussed the need for a maintenance and warranty schedule for large equipment such as HVAC so finance can budget accordingly.</p> <p>Averette called for a motion to approve the replacement of the RTU-12 HVAC unit. Motedioned by Owens Secoded by Massengill Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>Governance & Academics: Averette shared the recent activity of the committee. Highlights include: new board member recruitment; Boone and Iscoe will draft an ad/notice to be shared with FLA families; board self-evaluation; 2nd read requests and subsequent vote of amended policies; 1st read requests of amended policies.</p> <p>Averette called for a second read of and motion to approve the revised Employee Handbook as presented. Motedioned by Kappherr Secoded by Marion Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>Averette called for a second read of and motion to approve the revisions to policy 1.3100 Parental Involvement as presented Motedioned by Massengill Secoded by Kappherr Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>Averette called for a second read of and motion to approve the revisions to policy 7.3900 Employee Evaluation. Motedioned by Marion Secoded by Massengill</p>
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<p><i>Culture and Belonging</i></p> <p><i>Board Meeting Date Change- Dec 2 moved to Dec 9</i></p>	<p>Share</p>	<p>Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>Averette called for a second read of and motion to approve the revisions to policy 7.1000 Recruitment Motedioned by Marion Secoded by Massengill Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>Averette called for a second read of and motion to approve the revisions to policy 4.3600 Code of Student Conduct Motedioned by Massengill Secoded by Kapherr Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>Averette called for a second read of and motion to approve the revisions to policy 4.2300 Admissions and Enrollment Motedioned by Boone Secoded by Marion Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>Averette called for a motion to approve revisions to accept the Criminal Background Checks policy as presented. Motedioned by Massengill Secoded by Kapherr Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>The board conducted its first read of the following policies and proposed revisions: 7.4800 Employee Leave; 7.5000 Lactation Accommodation Policy; 7.4872 Staff Tutoring for Pay; 7.4874 Drug Free and Alcohol Free Workplace; 8.1000 Budget Planning and Adoption; 8.3000 Fiscal Management Standards</p>
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		<p>Culture & Belonging: None</p> <p>Other Business: The called board meeting scheduled for December 2, 2025 has been rescheduled to December 9, 2025</p>
<p>Closed Session-pursuant to <u>NC GS 143.318.11 (a)(1), (a)(6)</u> Agenda</p>		<p>Averette called for a motion to move into Closed Session, pursuant to NC GS 143.318.11 (a)(1), (a)(6) at 7:37 pm.</p> <p>The board reconvened into Open Session at 8:18 PM.</p> <p>Averette called for a motion to lift the suspension of Student A and Student B Motioned by Massengill Seconded by Boone Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>Averette called for a motion to approve the hirings of April Eudy and Michelle Kughn as substitute teachers and Jennifer Josephson-Bakker as an EC Teacher. Motioned by Massengill Seconded by Owens Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>With no further business, Averette called for a motion to adjourn the board meeting at 8:20 PM. Motioned by Owens Seconded by Kappherr Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p>